

FCC 395

ANY INQUIRIES CONCERNING THIS
FILING MAY BE REFERRED TO FEDERAL COMMUNICATIONS COMMISSION
BLOOSTON, MORDKOSKY, DICKENS,
DUFFY & PRENDERGAST, LLP
2120 L STREET, N.W.
WASHINGTON, D.C. 20037
COMMON CARRIER ANNUAL EMPLOYMENT REPORT

Approved by OMB
3060-0076
Est. time per response:
1 hour

SECTION 1 - General Information

1. Name and Mailing Address of Respondent
Ducor Telephone Company dba Varcomm
P.O. Box 700
Ducor, CA 93218

☐ Check here if this
is a change of
address.

2. Year Report Filed
2019

3. Reporting Period (Ending Date of Pay
Period Covered by Report)
May 24, 2019

4. Number of Full-Time Employees during Selected
Reporting Period (check one):
a. ☒ Fewer than 16 (complete Sections I, IV, and V only)
b. ☐ 16 or more (complete all sections)

SECTION II - Full-Time Employees.

Job Categories																	Number of Employees (Report employees in only one category)																				
Race/Ethnicity																	Not-Hispanic or Latino																				
Hispanic or Latino																	Male										Female										Total Columns A - N
																	Male										Female										
																	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races							
																	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O						
Executive/Senior Level Officials and Managers																	1.1	1								1								2			
First/Mid-Level Officials and Managers																	1.2	1		1														2			
Professionals																	2			1														1			
Technicians																	3	1			2															3	
Sales Workers																	4																			0	
Administrative Support Workers																	5			1	1																2
Craft Workers																	6																				0
Operatives																	7																				0
Laborers and Helpers																	8																				0
Service Workers																	9																				0
TOTAL																	10	3	2	4	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	10
PREVIOUS YEAR TOTAL																	11																				0

SECTION III - Part-Time Employees.

Number of Employees
(Report employees in only one category)

Race/Ethnicity

Categories	Hispanic or Latino		Not-Hispanic or Latino													Total Columns A - N		
	Male		Male											Female				
			White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races				
	Male	Female																
	A	B	C	D	E	F	G	H	I	J	K	L	M	N				
Executive/Senior Level Officials and Managers	1.1														0			
First/Mid-Level Officials and Managers	1.2														0			
Professionals	2														0			
Technicians	3														0			
Sales Workers	4														0			
Administrative Support Workers	5														0			
Craft Workers	6														0			
Operatives	7														0			
Laborers and Helpers	8														0			
Service Workers	9														0			
TOTAL	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PREVIOUS YEAR TOTAL	11														0			

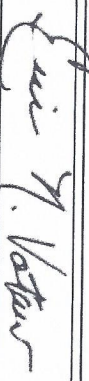
SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.

☒ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.

☐ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company. (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.)

SECTION V - Certification

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date 05/30/2019	Typed or Printed Name of Person Signing Eric N. Votaw	Signature 	Telephone No. (559) 534-2211
Title of Person Signing President & CEO		WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).	